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### **Hingham School Committee Begins Superintendent Search Process**

(Hingham, MA) On April 23, 2018 the Hingham School Committee heard a recommendation from the Salary and Negotiations subcommittee on the process for contracting with a search consultant to find a superintendent to succeed Dr. Dorothy Galo, who will retire after 18 years as superintendent and more than 50 years of service to the district.

The Salary and Negotiations subcommittee was tasked with evaluating options for a search consultant. As a first step, the subcommittee researched recent Massachusetts superintendent searches to identify consultants used by other school committees. In Massachusetts, there are typically three options that a School Committee will consider as they decide a course of action to employ a new superintendent. In short, these are:

1. To employ the services of an executive search firm to conduct a full, formal search. The consultant would recruit, screen and interview all candidates, then present four or five semi-finalists to the School Committee's search committee
2. To engage a search consultant to guide the School Committee through the process. The School Committee and its search committee would manage the process by screening all applications, determining which candidates should move forward and interviewing semi-finalists. The Consultant would advise on legal and regulatory issues, recruit candidates, conduct focus groups to develop a candidate profile, liaise with candidates, assist with community outreach, and advise on final selection requirements.
3. To conduct the entire process independently.

The Salary and Negotiations subcommittee recommended Option #2 with the intent of requesting proposals for a search consultant to guide Hingham through the process. The subcommittee noted that the district has developed a search process that has successfully recruited several key leaders over the past few years. This process has included a wide range of stakeholders and public input, and the staff and community will certainly expect similar involvement in the superintendent search. The subcommittee did not recommend ceding the screening of candidates to an outside firm, nor executing the search independently.

The School Committee voted unanimously to support the subcommittee's recommendation. As a next step, a request for proposal will be sent to six search consultants with both Massachusetts and national experience. After receiving proposals, the School Committee will interview search consultant finalists. The School Committee will provide an update on this process at the May 7, 2018 meeting.

In January 2018, Dr. Galo confirmed her plans to fulfill her contract through the 2018-2019 school year and retire at the end of her term in August 2019. The School Committee announced that it will conduct a full, open search for a new superintendent to be hired for the 2019-2020 school year. For more information about the search process, please visit: <http://hinghamschools.com/school-committee/>.

Hingham Public Schools serves nearly 4,300 students in four elementary schools, a 6-8 grade middle school and a 9-12 grade high school. The mission of the Hingham Public Schools is to provide challenging and comprehensive educational programs in a safe and supportive environment, enabling all students to develop the knowledge and skills necessary for success as local and global citizens. Commitment to learning, fulfillment of potential and service to others are the core values of the Hingham Public Schools. For more information about the Hingham Public Schools, please visit: <http://hinghamschools.com>.

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